

HARLEQUIN

2023 Compensation Rates for Artists and Gig-Workers

Since 2019, Harlequin has embarked on an effort to provide living wages for our artists, gig-workers, and staff. In an effort to continue our compensation rates trending upward, and in the interest of transparency, we have standardized our production compensation. All compensation is pegged to the corresponding union rate. We commit to bringing these rates up year over year as capacity allows, until all our wages are fair, equitable, and reasonable. *Please note: our 2023 Agreement with the Actor's Equity Association is for one (1) AEA contract per production. All remaining actor contracts will be non-union.*

CREATIVE TEAM

Director (SDC member)	SDC Tier Contract Scale*
Director (Professional, non-union)	90% SDC Tier Contract Scale*
Musical Director	60% of the Director rate for the production
Assistant / Associate Director	50% of the Director rate for the production
Choreographer	40% of the Director rate for the production
Intimacy / Fight Directors	20% of the Director rate for the production
Designers (Scenic, Costume, Lighting, Sound, Video, Props)	33% of USA SDA Minimum**
Designers (Hair / Makeup)	15% of USA SDA Minimum**
Consultants	<i>as negotiated</i>

PERFORMERS

Actor (AEA member)	AEA SPT Scale**
Actor (Professional, non-union)	50% of AEA SPT Scale for the production honorarium
Actor (Non-professional / intern / child)	\$100/wk honorarium
Musician	\$300/rehearsals + \$85/performance honorarium
Other Performer	<i>as negotiated</i>

RUNNING CREW

Stage Manager (AEA member)	AEA SPT Scale**
Stage Manager (Professional, non-union)	\$450/wk honorarium
Assistant Stage Manager	\$300/wk honorarium
Sound Engineer	\$250/rehearsals + \$50/performance honorarium
Other Run Crew (Board Operator, Wardrobe, Spot Operator, Stagehand, etc)	\$150/wk honorarium
Rehearsal Pianist	\$1000 honorarium

PRODUCTION CREW

All Production Crew (Carpenters, Painters, Electricians, etc)	Hourly, starting at minimum wage (\$15.74/hr for 2023)
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***SDC = Stage Directors and Choreographers Society**. Harlequin operates on an SDC Tier Contract, the level determined by the venue capacity, the average ticket price, and the number of performances. For most productions, Harlequin is tier 3, 4, or 5.

****USA = United Scenic Artists**, the professional union for all theatrical production design (scenic, costumes, lighting, sound, video, props) in America. Harlequin pays designers benchmarked to the USA Standard Design Agreement (SDA). USA member designers will be paid the same rate on a Project Only Agreement (including pension and health care).

*****AEA = Actors' Equity Association**. Harlequin operates on an AEA SPT (Small Professional Theatre) contract. The Category level of the contract is determined by the number of performances and the number of rehearsal hours. For 2023, most shows will be on a Category 2 contract, with two shows on Category 4.